

1. Record Nr.	UNINA9910465008803321
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Titolo	Law & reorder : legal industry solutions for restructure, retention, promotion & work/life balance // Deborah Epstein Henry
Pubbl/distr/stampa	[Place of publication not identified] : , : American Bar Association, , 2010 ©2010
ISBN	1-61438-051-1
Descrizione fisica	1 online resource (459 p.)
Disciplina	340.068
Soggetti	Practice of law - Economic aspects - United States Lawyers - Fees - United States Legal services - Technological innovations - United States Lawyers - Job satisfaction - United States Quality of work life Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Includes index.
Nota di contenuto	Cover; Advance Praise; Title Page; Copyright; Dedication; Contents; Why I Wrote This Book; Acknowledgments; Foreword by Thomas L. Sager, Senior Vice President and General Counsel, Dupont; Introduction: The Key to Understanding This Book; PART I: STRUCTURAL SOLUTIONS FOR LEGAL EMPLOYERS; CHAPTER 1: CHANGE IS GOOD; Change Comes to the Legal Profession; Why the Billable Hour No Longer Works; Why the Billable Hour Is So Entrenched; The Economic Downturn-Furthering the Push to Eliminate Billable Hours; Clients Demanding Change Law Firm Talent: Further Undermining the Stability of the Existing ModelDisaggregation and Globalization of Work; Intersection of Commoditization and Technology; CHAPTER 2: THE RISE OF NEW MODELS OF LEGAL PRACTICE; Axiom and Other New Law Firm Models; Virtual Law Firms; Firms Abandoning the Billable Hour; Hybrid Firms; Blended Professional Services Firms; Publishing Law Firm; Small Firm Alternatives to Practice; Alternative Hour Firms; Flex-Time Firms; Women-Owned Firms; Legal Process Outsourcing (LPO); The Junior

Lawyer Fallout; CHAPTER 3: THE LARGE LAW FIRM OF THE FUTURE; Alternative Fees
Fix or Flat Fees/Unit Pricing Success, Bonus, or Incentive Fees; Holdbacks; Retainers; Contingent Fees; Alternative Fee Variations of the Billable Hour; Discounted Hourly Rates; Volume Discounts; Blended Rates; Frozen Rates; Per Diem Rates; Fee Cap; Hybrid; Alternative Fee Opportunities for Women and Work/Life Balance; Changes in Legal Staffing; Use of Temporary Attorneys; Shrinking Associate Classes and Increasing Use of Staff and Non-Partnership Attorneys; Levels/Tiers of Associates; Temporary, Staff, and Non-Partnership Track Attorney Work: The Impact on Women; Compensation
Changes in Recruiting Contemplating Outside Investors; Ultimate Challenge Facing Large Law Firms: Determining Value; CHAPTER 4: REDESIGNING LAWYERS' CAREER PATHS; Core Competency Programs; Training, Evaluations, and Promotions; Compensation; Billing Rates; Elimination of Bias; Impact on Women; Impact on Reduced-Hour Lawyers; Compensation; Accountability; Contribution; Misconstruing Work/Life Balance as Lack of Aspiration; Progression and Promotion; Apprenticeship and Training; Changes to Law Schools and Law Student Paths; Remaining Challenge: Who Will Train Law Students and Incoming Lawyers?
CHAPTER 5: DESIGNING A WOMAN-FRIENDLY EMPLOYER Why Design a Woman-Friendly Employer?; How to Design a Woman-Friendly Employer; Workforce Profile; Representation; Recruitment and Attrition; Family-Friendly Benefits and Policies; Parental Leave; Phase Back; Childcare; Reentry; Retirement; Flexibility; FLEXIBLE AND REDUCED HOUR ARRANGEMENTS; Reduced-Hour Usage; Reduced-Hour Promotion; Full-Time Flex-Time; Other Flexible Work Arrangements; Leadership, Compensation, and Advancement of Women; Leadership; Promotion; Compensation; Development and Retention of Women; Training and Business Development
Mentoring

Sommario/riassunto

This ground-breaking and timely book will inspire you to effect changes in your own work methods and those of your employer. It will provide you with the foundation, insights and strategies you need to redesign the legal workplace, re-align the interests of lawyers, clients and legal employers, hone your individual skills as a lawyer, and embrace a more hospitable, productive and profitable environment.
